



DEPARTMENT OF THE ARMY
HEADQUARTERS, V CORPS
UNIT 29355
APO AE 09014



Policy Memorandum # 4

AETV-CG

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Professional Development and Utilization for Army Competitive Category Officers

1. References:

- a. DA Pamphlet 600-3, 1 Oct 98, Commissioned Officer Development and Career Management.
- b. USAREUR Regulation 614-2, 2 Mar 01, Officer Use and Management.
- c. Memorandum, USAREUR, AEAGA-M, 10 Dec 01, subject: USAREUR Command Policy Letter 5, Officer Professional Development and Utilization (Army Competitive Category Officers).

2. My intent with this policy is to create an environment for the V Corps officers, lieutenant through major, which allows each officer the opportunity to become fully vested in their profession. Through leader counseling, mentoring, and foresight, no officer should feel that the "system" has overlooked them. Officer management within V Corps is a responsibility shared by commanders, personnel managers and the individual officer. The goal is simple: to manage and assign officers to achieve the highest possible readiness, to professionally develop officers, and to ensure equitable opportunities for branch and functional area qualification.

3. The USAREUR Commanding General's policy outlined above in reference 1.c. provides the basis for the V Corps officer assignment and management policy.

a. Lieutenants

(1) Time spent as a lieutenant represents one of the most critical development periods in an officer's career. During this period, exposure to the Army values, ethics, and leadership doctrine create the framework for developing sincere, focused, and dedicated future commanders. The senior rater serves as the cornerstone to ensure the successful development of junior officers. This is done through establishing a command climate that fosters positive, open, and honest two-way communications and a system for providing officers ample career progression.

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(2) The platoon leader assignment serves as the foundation to establishing essential leadership traits for future success in the Army. All efforts should be made to afford our lieutenants the maximum time available to grow and mature within these positions. While 12 months is the standard, 18 months should be our goal.

b. Captains

(1) Every effort is made to assign captains in need of branch qualification to communities and units where command opportunities exist. The minimum required length for a command tour is 12 months and typically does not exceed 18 months.

(2) MSC Commanders have the latitude/authority to maintain non-career course captains within their commands in a lieutenant authorized position following their promotion to captain in order to reduce turbulence and stabilize experience.

(3) When mission requirements dictate, non-branch qualified captains are assigned to positions on general officer staffs. Officers assigned to these positions can expect to move after 12 to 15 months to communities where they can compete for branch qualification.

c. Majors

(1) More than 180 branch qualifying positions exist Corps-wide, and it is my intent to exploit, these opportunities and requirements, with the assistance of my commanders and personnel managers, to most effectively utilize and develop majors assigned to V Corps.

(2) It is my goal to ensure that all majors have an opportunity to become branch qualified and serve in position for 24 months. Military Education Level (MEL) 4 officers will have priority for assignment to BQ positions and senior year group (MEL 4 Majors) will have priority of placement to junior year groups.

(3) School of Advanced Military Studies (SAMS) Majors will normally complete a one-year utilization tour prior to a BQ assignment. Senior year group officers may be considered for BQ positions prior to SAMS Tier I utilization.

(4) Majors will typically be reassigned to staff positions at Division and higher level after completion of their BQ assignment. Commanders should plan to rotate assigned Majors to higher headquarters one year prior to their projected DEROS date.

(5) When possible, all Majors will be operationally moved to branch qualifying and higher-level staff assignments.

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4. Officer personnel management is essential to V Corps officers' professional development and to maintaining the Corps readiness. Detailed planning and proper execution of officer management ensures maximum continuity within division and higher-level staff positions while minimizing disruptions to officers and their families.
5. Point of contact for this action is V Corps G1, OPMD at 370-5127.
6. Victory Corps!



WILLIAM S. WALLACE

Lieutenant General, USA

Commanding